

North Star Academy

PERFORMANCE BASED COMPENSATION PLAN

This is due July 1, 2008. If the plan is submitted earlier, the State Board will review your school's plan and let you know if they would like any corrections made to your plan.

1. Who is eligible for the performance-based compensation?

Licensed Teachers

2. What are the criteria for awarding performance-based compensation?

Primary Focus on Literacy Improvement (Fluency, Comprehension and Writing) Also Math
Utah Teacher Standards: Planning curriculum and designing instruction to enhance student learning (2c, 2d, 2f) Engaging and supporting all students in learning (3a, 3b, 3d, 3e), Assessing and evaluating student learning (4a, 4b, 4d, 4e)
Performance/Attendance

Utah Professional Teacher Standards and Continuum of Teacher Development, DIBELS, running records for leveled readers and end of year reading levels (A thru Z) DRA's which estimate reading level and DWA's (Direct writing assessments).

4. What is the amount of performance based compensation that may be awarded?

(I believe that the State has adjusted this amount to somewhere around \$37) Regardless of the amount we are requesting the maximum amount per student that has been configured and set aside by the by the STATE.

5. Will the performance-based compensation be based on individual, team, or school-based performance? Perhaps a combination?

20% of the \$s per student goes to achievement progress towards school goal
20% for achievement of grade level team goals in elementary grades K-6 or cross curricular collaborative goals in middle school (grades 7-9)
60% for progress towards individual teacher goals (must be measurable and pre- approved by principal)
Any monies not earned are redistributed to qualifying individuals

6. Will the plan include measures of student academic progress or growth? (Optional)

Yes We feel strongly that without student progress then effective teaching is not taking place. We will take IEP information and 504 information into account but all students should be making progress in learning regardless if instructed well. This should occur whether they begin the year as high achievers or struggling learners. Because these students are distributed fairly randomly throughout the school it is fair to expect similar overall progress with classes of students.

7. Will the plan include specific measures of instructional quality? (Optional)

Yes, based on the above teacher performance standards we have outlined and included in our current teacher evaluation it is fair to use research based practices as part of our determination for a performance bonus. However, we are going to weight student achievement more than instructional practice. This is for two reasons: 1. Most good teachers are using the instructional practices on which we will focus but they may not always be evident in one or two evaluation visits by a principal. 2. The end results for students are Indicative of good teacher practice so, in short, the end results provide evidence of the means teachers are using to reach those results with students..

Survey of teachers, parents, students to be done in March will be included as one measure of performance. We believe that parent and student satisfaction are critical to hold us accountable to our clientele. If we are helping their students make progress then those ratings will be positive and in alignment with good teaching and learning practices.

9. Will the plan measure school progress? (Optional)

Yes, reasonable progress toward school wide goals for all student

10. What other measures will be used that demonstrate improved academic and instructional performance? (Optional)

End of levels, 3rd grade Iowa's, and other literacy based assessments will be evaluated as indicators. These will not be part of the performance based compensation however.

Other Notes:

- ❖ This program is good for the 2008-2009 school year only
- ❖ Monies may only be used in accordance with an education entity's performance-based compensation plan. If an education entity uses performance-based compensation monies for purposes other than those stated in its performance-based compensation plan, the education entity shall reimburse the monies that were improperly used.
- ❖ There will be a required report to USOE about
 - i. The number of employees in the school who received performance-based compensation;
 - ii. The total number of employees in the school;
 - iii. The average of the performance-based compensation awarded to all employees; and
 - iv. The maximum amount of performance-based compensation awarded to an employee in the school.

For School Use Only, after the performance based compensation has been given:

	Name of Employee (Include all employees in the school)	Amount Awarded
1		\$
2		\$
3		\$
4		\$
5		\$
6		\$
7		\$
8		\$
9		\$
10		\$
11		\$
12		\$
13		\$
14		\$
15		\$
16		\$
17		\$
18		\$
19		\$
20		\$
21		\$
22		\$
23		\$
24		\$
25		\$